

THE SIGNIFICANCE OF THE HUMAN RESOURCES FUNCTION IN THE ZIMBABWE IRON AND STEEL INDUSTRY

Abstract

The research paper sought to find out the significance being given to the Human Resources function within the iron and steel industry in Zimbabwe. The study was guided by the positivism research philosophy. The study therefore sought find out if HRM is being considered as significant in the iron and steel industry. The period of focus was between January 2009 to December 2011. The study adopted the exploratory as well as the descriptive research designs. The study was exploratory in that it sought to find out adoption and implementation of HRM practices in accordance with literature guidelines. The research was descriptive in that after gathering the information, a descriptive write up of the significance being accorded to the HRM function within the Zimbabwe iron and steel industry was made. The study focused on the midlands area because this is where the country's largest iron and steel companies are located. The research was prompted by the developments in the Human Resources field and the economic problems that are affecting the country. Therefore the study sought to find out if HR issues according theoretical guidelines are a priority in an environment faced with various economic challenges. The population comprised of all the four iron and steel companies in the midlands province of Zimbabwe. The target respondents were the general managers, the human resources mangers and the line managers. These were considered as the custodians of information that